

Additional Compensation

Overtime

All overtime is compensated at the rate of time and a half, inclusive of time spent in court during off-duty hours.

After 15 years continuous service, each officer will receive an annual longevity bonus.

Uniform/Clothing Allowance

An annual uniform/clothing allowance is provided for each uniformed officer and plain clothes officers.

Equipment

Uniforms, a service revolver, ammunition, handcuffs, protective body armor and other such required equipment are issued to each officer by the Department.

Days Off

Each officer receives two consecutive days off per week.

Vacation

After one year's service, each officer receives ten working days of paid vacation. Additionally, employees receive 13 days of paid holiday leave each year.

Longevity is rewarded with one additional day of annual leave for every year beyond five years of service.

Education

Employees may participate in the Tuition Refund Program designed to reimburse 50 percent of tuition cost for any job related training course or degree program.

Sick Leave

Each officer accumulates 12 days of sick leave yearly. The first six days of unused sick leave is converted to annual leave.

Insurance

Family and individual group health insurance is available. Each officer is afforded life insurance coverage that is equal to the amount of his annual salary. Employee disability and death benefits are also available.

Florida Retirement System (FRS)

The FRS is an employee non-contributory system. As a special risk member, one may retire after 25 years of service.



Career Opportunities

Career development begins in uniform patrol. Upon completion of the one year probationary period, an officer may choose to remain in patrol operations or compete for the following occupational specialities, as vacancies occur.

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|-------------------------------|----------------------------|
| • Homicide | • Auto Theft |
| • Marine Patrol | • Civil Process |
| • Training | • Sexual Battery |
| • Arson | • Crime Lab |
| • Robbery | • Aviation |
| • Personnel | • Bomb Disposal |
| • General Investigation | • Media Relations |
| • Underwater Recovery | • Internal Affairs |
| • Vice-Intelligence-Narcotics | • Community Affairs |
| • Economic Crime | • Other specialized fields |

Promotions

Promotion is based upon performance on a written test combined with a skills assessment evaluation and the administrative needs of the Department. A police officer is eligible for promotion to sergeant three years after graduation from the police academy. This period may be reduced by up to one year through educational achievement. A competitive test is given once every two years for eligible officers.

MIAMI-DADE POLICE DEPARTMENT
PERSONNEL MANAGEMENT BUREAU
9105 N.W. 25th Street, Room 1095
Miami, FL 33172
(305) 471-1945

AN EQUAL OPPORTUNITY EMPLOYER

114.01-361 9/98

YOUR CAREER IN LAW ENFORCEMENT—
Offers an opportunity for human involvement, professional advancement and community service.

The Silver Badge
distinguishes the individual who is authorized to wear it.



MIAMI-DADE POLICE DEPARTMENT
Committed to Excellence



Miami-Dade Police Department

The Miami-Dade Police Department is charged with the safety of approximately two million citizens who live within a 2109 square mile area. In order to accomplish this formidable task, it utilizes the services of approximately 2900 sworn officers and 1700 support personnel.

The Department is considered among the most progressive in the country— an organization that welcomes change and is eager to meet new challenges.

Law enforcement is a challenging career. You learn from the very start that there is no nine to five routine. It takes a special kind of person— a dedicated person, a committed person, a person who spells “Responsibility” with a capital R. After all, you will be guarding a neighborhood street, finding a lost child, helping a crime victim. In law enforcement, you make the difference in success or failure, even life or death.

The Department is determined to give the citizens of Miami-Dade County the best in law enforcement services. Therefore, we are looking for high caliber recruits willing to make Miami-Dade County an even better place to live.



Qualification Standards

Applicants must register for the open competitive examination for the position of Police Officer at Miami-Dade Police Department, Personnel Management Bureau, 9105 N.W. 25 St., Room 1095, telephone (305) 471-1945.

Upon completing a county application for employment, the applicant will be notified of the time and place to meet the following requirements:

- Complete the open competitive examination.
- Complete a notarized personal history questionnaire.
- Be fingerprinted for F.B.I. clearance.
- Complete and meet the required basic grade level on the Tests of Adult Basic Education (T.A.B.E.) administered by Miami-Dade Community College/North Campus (if required).
- Submit to a polygraph.
- Complete an assessment center evaluation.
- Undergo a background investigation to verify a solid moral character. There must be no felony conviction or misdemeanor conviction involving moral turpitude. Arrest and driving records will be reviewed to determine acceptability.
- Successfully complete psychological screening.
- Pass a medical examination (presenting no condition which would interfere with the job related performance of a police officer).
- Applicant must meet departmental drug guidelines.

Training Requirements

A Police Officer Trainee receives instructions at the Miami-Dade School of Justice and Safety Administration located on the North Campus of Miami-Dade Community College. The training encompasses all phases of police work including:

- Academic Training-Civil and criminal laws, laws of arrest and seizures, juvenile law, patrol procedures, departmental policy, etc.
- Physical Training-Self defense, arrest techniques, and general conditioning
- Firearms Training
- Human Relations Training, intervention strategies for civil disputes, public relations, interviewing techniques, crisis management, sensitivity training, etc.
- Upon completion of the Academy, supervised training with a Field Training Officer will be provided.



To Qualify as an Officer Candidate

Applicants Must

- Be at least 19 years old
- Be a United States citizen, either native born or naturalized
- Be a high school graduate, or have received recognized certification of equivalent education level
- Successfully complete the written civil service examination and other examinations required by Miami-Dade County and the Police Department
- Be of proportionate height and weight
- Possess visual acuity not exceeding 20/100 uncorrected or 20/30 with corrective lenses
- Possess normal color vision in each eye
- Possess a valid Florida drivers license
- Abide by Miami-Dade County Ordinance No. 97-216, which requires employees to establish and maintain permanent residence in Miami-Dade County

